



TENT

Addressing Transportation Barriers for Refugee Employees

TRAINING PRESENTATION

A Resource for HR/People
Teams in the U.S.





Background

Why invest in transportation solutions for refugees?

- ✓ It can take refugees months, or even years, to secure a driver's license and have sufficient funds to rent/buy a car.
- ✓ By taking steps to help refugee employees get to and from work, you can increase retention rates.
- ✓ Creating more inclusive transportation options for refugee employees will benefit other employees, too!



5 best practices for addressing transportation barriers

Best Practice 1: Pilot your refugee-hiring efforts at sites that are accessible via public transportation

- Make sure to share guidance with your refugee employees on how to navigate the public transportation system.
- Educate your refugee employees on how to access any of your company's transportation benefits or assign them a "buddy" who can help guide them and answer questions.
- Exercise extra patience and understanding around punctuality-related issues



Best Practice 2: Help refugee employees carpool to work

- Carpooling enables a refugee employee to receive rides to work from one of their colleagues.
- Carpool scheduling can be coordinated through internal company websites, corporate rideshare apps, or informal meetings/sign-ups at work.
- Employers can encourage carpooling by giving parking preference to carpoolers, subsidizing gas and parking, or helping a group of employees lease or rent a car.



Best Practice 3: Contract rideshare services

- Companies can contract ride-sharing companies to set up a customizable commuting program for refugee employees (e.g. Uber for Business or Lyft for Business)
- Employers can decide how much of the cost will be covered by the company per ride, what days/times employees can use these rides, and which vehicle type riders can request.

Member Spotlights

The Uber logo is displayed in black text within a light blue circular background.The Lyft logo is displayed in pink text within a light blue circular background.

Best Practice 4: Sponsor a shuttle for employees

- Companies can contract an external provider to arrange a shuttle that picks-up and drops-off a group of refugee employees working the same shifts, either at their residences or at a central location (e.g. shopping center).



Best Practice 5: Provide guidance to refugee employees on how to secure an auto loan

- Companies can share practical information with refugee employees on how to apply for a loan to lease, rent, or buy a car through a financial institution or non-profit organization (e.g. IRC's SAFE Program)
- Be mindful of the fact that refugees will likely have limited knowledge of the financial system in their new host country and may require additional guidance.

Partner Spotlight



Tent is here to help!

The Tent Partnership for Refugees is here to provide individualized guidance on how to set up refugee employees and your teams for success.

We can [connect you with NGOs](#) to help you recruit refugee talent and provide you with support that will help refugee employees succeed in their roles.

Visit our [Member Hub](#) to access a large suite of exclusive trainings, webinars, research, case studies, and more.

Thank you!